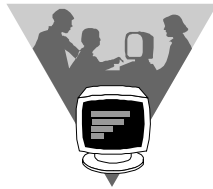


CATSYS 4.0



Navy-Wide Norms

Based on the 1997 Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey

Note: These norms are to be used in conjunction with CATSYS 4.0 (Military). Norms are not available for Civilian items.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Total Navy

ADVANCEMENT	Mean
Q1 Get recognition deserved	3.18
Q2 Recommends people	3.52
*Q3 Work harder than others	<u>2.99</u>
Module Mean	3.23

DISCRIMINATION	
Q1 People get along	4.04
*Q2 Discrimination against Blacks	4.19
*Q3 Discrimination against Hispanics	4.23
*Q4 Discrimination against other minorities	4.24
*Q5 Discrimination against whites	4.13
*Q6 Discrimination against women	4.10
*Q7 Discrimination against men	<u>4.13</u>
Module Mean	4.15

GRIEVANCES/COMPLAINTS	
Q1 Command resolves EO	3.60
Q2 Feel free to report	3.47
Q3 Fair hearing	3.53
Q4 Know individual for advice	<u>4.10</u>
Module Mean	3.68

SEXUAL HARASSMENT	
*Q1 SH is occurring	3.62
Q2 Actions taken to prevent	4.03
Q3 SH enforced by leaders	4.08
Q4 Training taken seriously	3.87
Q5 Feel free to report SH	<u>3.80</u>
Module Mean	3.88

*Item has been reverse scored.

**EO/SH TRAINING	Percent
Q1 Received EO training	
YES	75
NO	21
DK	5
Q2 Received SH training	
YES	91
NO	7
DK	1
Q3 Command has CMEO program	
YES	75
NO	2
DK	23

MILITARY-SPECIFIC ITEMS

RETENTION	Mean
Q1 Provides needed information	3.30
Q2 Experiences encourage stay	2.60
*Q3 Dissatisfied with Navy	3.26
Q4 Impressed with transition	<u>---</u> ^a
Module Mean	3.05

DISCIPLINE	
Q1 Discipline is fair	3.45
Q2 Punishment not racial	3.90
*Q3 Harsher punishment	4.08
*Q4 Minorities to Captain's Mast	<u>4.09</u>
Module Mean	3.88

*Item has been reverse scored.

**Factual Items may not sum to 100% due to rounding.

^aNorms for these items not currently available.

EXTREMIST/HATE GROUPS	Mean
Q1 Aware of command policy	3.91
Q2 Extremist act. not tolerated	4.23
*Q3 Extremist act. occurring	4.04
*Q4 Seen extremist material	4.15
*Q5 Asked to participate in ext.	4.44
*Q6 Target of extremist act.	4.41
*Q7 Know extremist	<u>4.32</u>
Module Mean	4.21

ALCOHOL AND HARASSMENT	
*Q1 Alcohol cause of SH	--- ^a
*Q2 Alcohol excuse for SH	--- ^a
Module Mean	--- ^a

*Item has been reverse scored.

^aNorms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Racial/Ethnic Group

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Pac Is</u>
ADVANCEMENT				
		Mean		
Q1 Get recognition deserved	3.26	2.92	3.11	3.19
Q2 Recommends people	3.58	3.32	3.41	3.55
*Q3 Work harder than others	<u>3.16</u>	<u>2.56</u>	<u>2.75</u>	<u>2.58</u>
Module Mean	3.33	2.93	3.09	3.11
 DISCRIMINATION				
Q1 People get along	4.12	3.80	3.97	3.92
*Q2 Discrim. against Blacks	4.44	3.32	4.01	3.97
*Q3 Discrim. against Hispanics	4.45	3.50	3.93	3.98
*Q4 Discrim. against other minorities	4.45	3.60	3.96	3.77
*Q5 Discrim. against Whites	4.16	4.03	4.09	4.08
*Q6 Discrim. against women	4.24	3.67	3.91	3.98
*Q7 Discrim. against men	<u>4.21</u>	<u>3.87</u>	<u>4.06</u>	<u>4.05</u>
Module Mean	4.30	3.68	3.99	3.96
 GRIEVANCES/COMPLAINTS				
Q1 Command resolves EO	3.67	3.25	3.63	3.78
Q2 Feel free to report	3.53	3.16	3.45	3.59
Q3 Fair hearing	3.62	3.09	3.56	3.64
Q4 Know individual for advice	<u>4.14</u>	<u>3.97</u>	<u>4.09</u>	<u>4.00</u>
Module Mean	3.74	3.37	3.68	3.75
 SEXUAL HARASSMENT				
*Q1 SH is occurring	3.72	3.29	3.54	3.57
Q2 Actions taken to prevent	4.04	3.96	4.10	4.05
Q3 SH enforced by leaders	4.12	3.89	4.12	4.14
Q4 Training taken seriously	3.90	3.72	3.90	3.99
Q5 Feel free to report SH	<u>3.82</u>	<u>3.70</u>	<u>3.81</u>	<u>3.86</u>
Module Mean	3.92	3.71	3.89	3.92

*Item has been reverse scored.

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Pac Is</u>
**EO/SH TRAINING		Percent		
Q1 Received EO training				
YES	77	67	72	76
NO	18	29	23	18
DK	5	4	5	6
Q2 Received SH training				
YES	92	89	91	92
NO	7	8	8	7
DK	1	3	1	1
Q3 Command has CMEO program				
YES	76	71	72	78
NO	2	3	3	1
DK	22	26	25	21

MILITARY-SPECIFIC ITEMS

RETENTION			Mean	
Q1 Provides needed information	3.37	3.03	3.24	3.39
Q2 Experiences encourage stay	2.59	2.43	2.65	3.01
*Q3 Dissatisfied with Navy	3.31	3.09	3.18	3.31
Q4 Impressed with transition	--- ^a	--- ^a	--- ^a	--- ^a
Module Mean	3.09	2.85	3.01	3.24

DISCIPLINE				
Q1 Discipline is fair	3.49	3.19	3.52	3.62
Q2 Punishment not racial	4.06	3.31	3.82	3.84
*Q3 Harsher punishment	4.34	3.23	3.76	3.70
*Q4 Minorities to Captain's Mast	<u>4.33</u>	<u>3.35</u>	<u>3.76</u>	<u>3.80</u>
Module Mean	4.06	3.27	3.72	3.74

*Item has been reverse scored.

**Factual Items may not sum to 100% due to rounding.

^aNorms for these items not currently available.

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/Pac Is</u>
EXTREMIST/HATE GROUPS				
		Mean		
Q1 Aware of command policy	3.99	3.64	3.83	3.76
Q2 Extremist act. not tolerated	4.29	3.99	4.26	4.10
*Q3 Extremist act. occurring	4.13	3.72	3.99	3.88
*Q4 Seen extremist material	4.26	3.84	3.93	3.99
*Q5 Asked to participate in ext.	4.45	4.45	4.37	4.31
*Q6 Target of extremist act.	4.45	4.35	4.36	4.23
*Q7 Know extremist	<u>4.37</u>	<u>4.16</u>	<u>4.32</u>	<u>4.20</u>
Module Mean	4.28	4.02	4.15	4.07
ALCOHOL AND HARASSMENT				
*Q1 Alcohol cause of SH	--- ^a	--- ^a	--- ^a	--- ^a
*Q2 Alcohol excuse for SH	<u>---^a</u>	<u>---^a</u>	<u>---^a</u>	<u>---^a</u>
Module Mean	---^a	---^a	---^a	---^a

*Item has been reverse scored.

^aNorms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Gender

	<u>Male</u>	<u>Female</u>
ADVANCEMENT		
Q1 Get recognition deserved	3.19	3.12
Q2 Recommends people	3.55	3.33
*Q3 Work harder than others	<u>2.99</u>	<u>2.93</u>
Module Mean	3.34	3.13
 DISCRIMINATION		
Q1 People get along	4.06	3.92
*Q2 Discrimination against Blacks	4.21	4.06
*Q3 Discrimination against Hispanics	4.25	4.11
*Q4 Discrimination against other minorities	4.26	4.10
*Q5 Discrimination against Whites	4.13	4.11
*Q6 Discrimination against women	4.19	3.57
*Q7 Discrimination against men	<u>4.12</u>	<u>4.25</u>
Module Mean	4.17	4.01
 GRIEVANCES/COMPLAINTS		
Q1 Command resolves EO	3.63	3.40
Q2 Feel free to report	3.50	3.25
Q3 Fair hearing	3.56	3.34
Q4 Know individual for advice	<u>4.09</u>	<u>4.14</u>
Module Mean	3.70	3.53
 SEXUAL HARASSMENT		
*Q1 SH is occurring	3.69	3.19
Q2 Actions taken to prevent	4.05	3.94
Q3 SH enforced by leaders	4.10	3.96
Q4 Training taken seriously	3.89	3.78
Q5 Feel free to report SH	<u>3.83</u>	<u>3.60</u>
Module Mean	3.91	3.69

*Item has been reverse scored.

	<u>Male</u>	<u>Female</u>
**EO/SH TRAINING	Percent	
Q1 Received EO training		
YES	75	75
NO	21	21
DK	5	3
Q2 Received SH training		
YES	91	91
NO	7	8
DK	1	0
Q3 Command has CMEO program		
YES	75	75
NO	2	3
DK	23	23

MILITARY-SPECIFIC ITEMS

RETENTION		Mean
Q1 Provides needed information	3.33	3.07
Q2 Experiences encourage stay	2.61	2.49
*Q3 Dissatisfied with Navy	3.26	3.25
Q4 Impressed with transition	<u>---^a</u>	<u>---^a</u>
Module Mean	3.07	2.94

DISCIPLINE		
Q1 Discipline is fair	3.48	3.20
Q2 Punishment not racial	3.93	3.69
*Q3 Harsher Punishment	4.10	3.90
*Q4 Minorities to Captain's Mast	<u>4.11</u>	<u>3.94</u>
Module Mean	3.91	3.68

*Item has been reverse scored.

**Factual Items may not sum to 100% due to rounding.

^aNorms for these items not currently available.

	<u>Male</u>	<u>Female</u>
EXTREMIST/HATE GROUPS		
	Mean	
Q1 Aware of command policy	3.91	3.87
Q2 Extremist act. not tolerated	4.24	4.16
*Q3 Extremist act. occurring	4.05	3.96
*Q4 Seen extremist material	4.15	4.17
*Q5 Asked to participate in ext.	4.44	4.44
*Q6 Target of extremist act.	4.41	4.39
*Q7 Know extremist	<u>4.32</u>	<u>4.34</u>
Module Mean	4.22	4.19
 ALCOHOL AND HARASSMENT		
*Q1 Alcohol cause of SH	--- ^a	--- ^a
*Q2 Alcohol excuse for SH	<u>---</u> ^a	<u>---</u> ^a
Module Mean	--- ^a	--- ^a

*Item has been reverse scored.

^aNorms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Officer/Enlisted

	<u>Officer</u>	<u>Enlisted</u>
ADVANCEMENT	Mean	
Q1 Get recognition deserved	3.72	3.09
Q2 Recommends people	4.04	3.43
*Q3 Work harder than others	<u>3.42</u>	<u>2.91</u>
Module Mean	3.73	3.14
DISCRIMINATION		
Q1 People get along	4.36	3.98
*Q2 Discrimination against Blacks	4.56	4.13
*Q3 Discrimination against Hispanics	4.57	4.17
*Q4 Discrimination against other minorities	4.56	4.18
*Q5 Discrimination against Whites	4.46	4.07
*Q6 Discrimination against women	4.41	4.04
*Q7 Discrimination against men	<u>4.46</u>	<u>4.07</u>
Module Mean	4.48	4.09
GRIEVANCES/COMPLAINTS		
Q1 Command resolves EO	4.09	3.52
Q2 Feel free to report	4.08	3.36
Q3 Fair hearing	4.09	3.43
Q4 Know individual for advice	<u>4.23</u>	<u>4.07</u>
Module Mean	4.12	3.60
SEXUAL HARASSMENT		
*Q1 SH is occurring	4.08	3.54
Q2 Actions taken to prevent	4.19	4.00
Q3 SH enforced by leaders	4.33	4.04
Q4 Training taken seriously	4.09	3.83
Q5 Feel free to report SH	<u>4.13</u>	<u>3.74</u>
Module Mean	4.16	3.83

*Item has been reverse scored.

	<u>Officer</u>	<u>Enlisted</u>
**EO/SH TRAINING	Percent	
Q1 Received EO training		
YES	78	74
NO	20	21
DK	2	5
Q2 Received SH training		
YES	88	92
NO	11	7
DK	1	1
Q3 Command had CMEO program		
YES	86	73
NO	3	2
DK	11	25

MILITARY-SPECIFIC ITEMS

RETENTION		Mean
Q1 Provides needed information	3.70	3.23
Q2 Experiences encourage stay	3.15	2.50
*Q3 Dissatisfied with Navy	3.62	3.20
Q4 Impressed with transition	--- ^a	--- ^a
Module Mean	3.49	2.96

DISCIPLINE		
Q1 Discipline is fair	4.11	3.34
Q2 Punishment not racial	4.34	3.83
*Q3 Harsher punishment	4.47	4.01
*Q4 Minorities to Captain's Mast	<u>4.45</u>	<u>4.04</u>
Module Mean	4.34	3.81

*Item has been reverse scored.

**Factual Items may not sum to 100% due to rounding.

^aNorms for these items not currently available.

	<u>Officer</u>	<u>Enlisted</u>
EXTREMIST/HATE GROUPS		
	Mean	
Q1 Aware of command policy	4.06	3.88
Q2 Extremist act. not tolerated	4.46	4.18
*Q3 Extremist act. occurring	4.37	3.98
*Q4 Seen extremist material	4.51	4.08
*Q5 Asked to participate in ext.	4.64	4.40
*Q6 Target of extremist act.	4.63	4.37
*Q7 Know extremist	<u>4.61</u>	<u>4.26</u>
Module Mean	4.47	4.16
 ALCOHOL AND HARASSMENT		
*Q1 Alcohol cause of SH	--- ^a	--- ^a
*Q2 Alcohol excuse for SH	<u>---</u> ^a	<u>---</u> ^a
Module Mean	--- ^a	--- ^a

*Item has been reverse scored.

^aNorms for these items not currently available.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1997 Navy-Wide Norms
Paygrade/Rank

	W2-W4	Officer O1-O3	O4-O6 Mean	E2-E3	Enlisted E4-E6	E7-E9
ADVANCEMENT						
Q1 Get recognition deserved	3.76	3.61	3.86	3.04	3.03	3.53
Q2 Recommends people	4.28	3.95	4.17	3.27	3.38	4.00
*Q3 Work harder than others	<u>3.08</u>	<u>3.51</u>	<u>3.32</u>	<u>2.96</u>	<u>2.85</u>	<u>3.16</u>
Module Mean	3.71	3.69	3.78	3.09	3.09	3.56
DISCRIMINATION						
Q1 People get along	4.48	4.32	4.41	3.89	3.97	4.24
*Q2 Discrim. against Blacks	4.52	4.52	4.62	4.05	4.09	4.46
*Q3 Discrim. against Hispanics	4.53	4.53	4.63	4.07	4.14	4.48
*Q4 Discrim. other minorities	4.49	4.52	4.63	4.12	4.14	4.46
*Q5 Discrim. against Whites	4.51	4.45	4.46	4.01	4.02	4.44
*Q6 Discrim. against women	4.47	4.35	4.48	4.01	3.99	4.37
*Q7 Discrim. against men	<u>4.62</u>	<u>4.44</u>	<u>4.48</u>	<u>4.09</u>	<u>4.01</u>	<u>4.34</u>
Module Mean	4.52	4.45	4.53	4.03	4.05	4.40
GRIEVANCES/COMPLAINTS						
Q1 Command resolves EO	4.21	3.98	4.23	3.36	3.50	3.91
Q2 Feel free to report	4.23	3.97	4.22	3.19	3.31	3.93
Q3 Fair hearing	4.24	3.98	4.24	3.36	3.38	3.80
Q4 Know individual for advice	<u>4.35</u>	<u>4.17</u>	<u>4.32</u>	<u>4.08</u>	<u>4.03</u>	<u>4.28</u>
Module Mean	4.26	4.03	4.25	3.50	3.56	3.98
SEXUAL HARASSMENT						
*Q1 SH is occurring	4.26	4.04	4.10	3.29	3.56	3.93
Q2 Actions taken to prevent	4.20	4.14	4.26	3.94	4.00	4.13
Q3 SH enforced by leaders	4.37	4.28	4.40	3.87	4.05	4.27
Q4 Training taken seriously	4.20	4.05	4.15	3.74	3.83	4.04
Q5 Feel free to report SH	<u>4.13</u>	<u>4.06</u>	<u>4.24</u>	<u>3.56</u>	<u>3.74</u>	<u>4.10</u>
Module Mean	4.23	4.11	4.23	3.68	3.84	4.09

*Item has been reverse scored.

	<u>W2-W4</u>	<u>Officer</u> <u>O1-O3</u>	<u>O4-O6</u> Percent	<u>E2-E3</u>	<u>Enlisted</u> <u>E4-E6</u>	<u>E7-E9</u>
**EO/SH TRAINING						
Q1 Received EO training						
YES	90	78	76	61	79	82
NO	10	19	22	30	18	17
DK	0	3	2	10	4	1
Q2 Received SH training						
YES	94	88	87	89	94	90
NO	6	10	13	8	6	10
DK	0	1	1	4	1	0
Q3 Command has CMEO program						
YES	99	87	84	50	79	91
NO	0	2	5	3	2	4
DK	1	12	11	48	19	6

MILITARY-SPECIFIC ITEMS

RETENTION			Mean			
Q1 Provides needed info.	3.77	3.61	3.83	2.99	3.23	3.72
Q2 Exper. encourage stay	3.03	2.97	3.42	2.31	2.49	2.91
*Q3 Dissatisfied with Navy	4.17	3.41	3.89	2.87	3.19	3.83
Q4 Impressed with transition	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a
Module Mean	3.66	3.33	3.71	2.72	2.97	3.49
DISCIPLINE						
Q1 Discipline is fair	3.94	4.05	4.23	3.11	3.32	3.91
Q2 Punishment not racial	4.37	4.30	4.41	3.75	3.79	4.21
*Q3 Harsher punishment	4.36	4.45	4.52	3.94	3.96	4.37
*Q4 Minorities to Capt.'s Mast	<u>4.34</u>	<u>4.41</u>	<u>4.51</u>	<u>4.00</u>	<u>3.98</u>	<u>4.38</u>
Module Mean	4.25	4.30	4.42	3.70	3.76	4.22

*Item has been reverse scored.

**Factual Items may not sum to 100% due to rounding.

^aNorms for these items not currently available.

	Officer			Enlisted		
	<u>W2-W4</u>	<u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	<u>E4-E6</u>	<u>E7-E9</u>
EXTREMIST/HATE GROUPS			Mean			
Q1 Aware of com. policy	4.31	3.93	4.22	3.64	3.91	4.15
Q2 Ext. act. not tolerated	4.51	4.41	4.53	4.15	4.16	4.37
*Q3 Extremist act. occurring	4.58	4.33	4.42	3.86	3.97	4.20
*Q4 Seen extremist material	4.70	4.45	4.59	3.98	4.07	4.34
*Q5 Asked to participate in ext.	4.71	4.60	4.70	4.33	4.39	4.60
*Q6 Target of extremist act.	4.73	4.58	4.70	4.27	4.36	4.57
*Q7 Know extremist	<u>4.72</u>	<u>4.55</u>	<u>4.68</u>	<u>4.10</u>	<u>4.27</u>	<u>4.55</u>
Module Mean	4.61	4.41	4.55	4.05	4.16	4.40
ALCOHOL AND HARASSMENT						
*Q1 Alcohol cause of SH	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a
*Q2 Alcohol excuse for SH	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a
Module Mean	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a	--- ^a

*Item has been reverse scored.

^aNorms for these items not currently available